



DoDEA REGULATION 1400.14

PROHIBITED PERSONNEL PRACTICES

Originating Division: Human Resources

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Approved by: Thomas M. Brady, Director

Purpose: To ensure that Department of Defense Education Activity (DoDEA) employees are aware of and understand the prohibited personnel practices (PPPs) in accordance with Section 2302 of Title 5, United States Code. This Issuance assigns responsibilities and provides direction for the Department of Defense Education Activity regarding PPPs. This Issuance does not create new policy, but only clarifies existing laws.

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY. This Issuance applies to the Office of the Director, DoDEA; the Principal Deputy Director and Associate Director for Academics, DoDEA; the Associate Director for Financial and Business Operations, DoDEA; the Chief of Staff, DoDEA; the Director for Student Excellence, DoDEA Americas/Associate Director for Performance and Accountability (formerly the Director, Domestic Dependent Elementary and Secondary Schools, and Department of Defense Dependents Schools, Cuba (DDESS/DoDDS-Cuba)); the Director for Student Excellence, DoDEA Europe (formerly the Director, Department of Defense Dependents Schools, Europe (DoDDS-E)); the Director for Student Excellence, DoDEA Pacific (formerly the Director, Department of Defense Dependents Schools, Pacific, and Domestic Dependent Elementary and Secondary Schools, Guam (DoDDS-P/DDESS-Guam)); (referred to collectively in this Issuance as "DoDEA Region Directors for Student Excellence"); and all DoDEA region, district, community, and school leaders and support staff.

1.2. POLICY.

a. This Issuance reiterates long-standing guidance that federal employees shall be free from PPPs by those having authority to take personnel actions. Personnel actions include, but are not limited to:

- (1) Appointments.
- (2) Promotions.
- (3) Discipline.
- (4) Details.
- (5) Transfers.
- (6) Reassignments.
- (7) Reinstatements.
- (8) Performance evaluations.
- (9) Significant changes in duties or working conditions.
- (10) Orders for psychiatric testing or examination.
- (11) Any decisions concerning pay, benefits, awards, or training.

b. No DoDEA employee who has the authority to take, direct others to take, recommend, or approve any personnel action shall precipitate or participate in any PPP as set forth in Section 2302 of Title 5, United States Code. Violators of this Issuance may be subject to disciplinary

action up to and including removal from federal employment in accordance with applicable laws and rules and regulations set forth by the Office of Personnel Management (OPM), DoD and DoDEA, including, but not limited to, DoDEA Regulation 5751.9 and Part 752 of Title 5, Code of Federal Regulations.

1.3. INFORMATION COLLECTION. This Issuance may result in the collection of information due to its policy and procedures. Any collection of information must follow all applicable federal, DoD, and DoDEA regulations, policies, and guidance.

SECTION 2: RESPONSIBILITIES

2.1. DODEA DIRECTOR. The DoDEA Director hereby delegates authority to the DoDEA Human Resources Division (HRD) Chief to implement and monitor application of this Issuance.

2.2. DODEA HUMAN RESOURCES DIVISION CHIEF. The DoDEA HRD Chief:

- a. Develops and communicates information and reporting procedures regarding prohibited personnel practices in DoDEA.
- b. Develops and implements measures for tracking and reporting disclosures in which relatives are employed, or are being considered for employment, in the same organizational element or under the same rating official.
- c. Ensures all DoDEA HR personnel are trained to recognize potential prohibited personnel practices.

2.3. DODEA LABOR MANAGEMENT AND EMPLOYEE RELATIONS CHIEF. The DoDEA Labor Management and Employee Relations (LMER) Chief shall provide advice and direct such advice to managers and supervisors on resolution of cases, including appropriate disciplinary action to be taken, if any, for violators of this Issuance in consultation with the DoDEA General Counsel (GC).

2.4. DODEA SUPERVISORS AND PUBLIC OFFICIALS WITH PERSONNEL AUTHORITY. DoDEA Supervisors and Public Officials with Personnel Authority at all levels in DoDEA shall refrain from violations listed in this Issuance.

2.5. DODEA INVESTIGATIONS AND INTERNAL REVIEW CHIEF. The DoDEA Investigations & Internal Review (I&IR) Chief:

- a. Processes complaints alleging commission of a PPP through the DoDEA Hotline Program and investigates allegations determined to be credible.
- b. Makes recommendations for referrals of cases to U.S. Office of Special Counsel (OSC) or other internal or external division or agency having oversight over a specific prohibited practice, such as the U.S. Equal Employment Opportunity Commission (EEOC) or the U.S. Department of Labor Veterans' Employment and Training Service (VETS).

2.6. DODEA DIVERSITY MANAGEMENT EQUAL OPPORTUNITY CHIEF. The DoDEA Diversity Management Equal Opportunity (DMEO) Chief:

a. Conducts internal investigations related to allegations of discrimination based on sex, race, color, national origin, age, disability, religion and reprisal as it pertains to this Issuance.

b. Makes recommendations for referrals of cases to the EEOC or other internal or external division or agency having oversight over a specific prohibited practice, such as the OSC or the VETS.

2.7. DODEA GENERAL COUNSEL. The DoDEA GC provides guidance on whether or not an action being contemplated would raise an actual or apparent conflict of interest, or lack of impartiality arising from a situation involving the employment of a relative.

SECTION 3: RESTRICTED ACTIVITIES FOR PUBLIC OFFICIALS WITH PERSONNEL AUTHORITY

3.1. BACKGROUND. PPPs are employment-related activities that are banned in the federal workforce because they violate the merit system through some form of employment discrimination, retaliation, improper hiring practices, or failure to adhere to laws, rules, or regulations that directly concern merit system principles. Upon enactment of Section 2640 of *Public Law 95-454*, also known as the “Civil Service Reform Act of 1978”, a list of eleven (11) PPPs, were enacted into law. Since that time, it has been expanded to fourteen (14) PPPs under Section 2302 of Title 5, United States Code. The U.S. Congress made the prohibition of these personnel practices enforceable so that employees would know of them and could be disciplined for committing a PPP. The PPPs and the mechanisms established to enforce them are intended to achieve those ends. Sections 3.3. through 3.16. of this Issuance discuss each of the fourteen (14) PPPs.

3.2. REPORTING SUSPECTED VIOLATIONS. Some PPPs have an external agency that has oversight over an alleged violation. In those cases, an investigation will not commence if an investigation of the same allegation is already in process. For instance, DoDEA I&IR will decline to investigate an alleged violation if DoDEA DMEO is investigating the same allegation or if the alleged aggrieved person has already sought other means of redress such as contacting a Member of the U.S. Congress. If a DoDEA employee suspects a violation of any PPP, he or she should first attempt to report the problem by using the supervisory chain of command. If this option is not feasible, a list of the DoDEA offices and external organizations to which a violation can be reported is included for each prohibited personnel practice and is listed in Table 1: Reporting Violations of this Issuance.

3.3. DISCRIMINATION.

a. DoDEA officials shall not discriminate against any DoDEA employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability or handicapping condition, marital status, or political affiliation. An example of this would be a supervisor who discovered that a subordinate filed for divorce and the subordinate’s soon-to-be ex-spouse is a close personal friend of the supervisor. Shortly thereafter, the supervisor begins to take actions against the employee, including, for instance, lowered employee’s performance appraisal for that particular period that was unsupported by the employee’s actual performance.

b. Suspected violations can be reported to the DoDEA Hotline Program, DoDEA DMEO, DoD Inspector General (DoDIG) Hotline Program, EEOC, or OSC.

3.4. SOLICITING OR CONSIDERING INAPPROPRIATE RECOMMENDATIONS.

a. DoDEA officials shall not solicit or consider any oral or written recommendation or statement with respect to any individual who requests or is under consideration for any personnel

action, unless the recommendation or statement is based on personal knowledge or records of the person furnishing the information and consists of:

(1) An evaluation of the work performance, ability, aptitude, or general qualifications of the individual.

(2) An evaluation of the character, loyalty, or suitability of the individual.

b. This is intended to prevent the use of political connections or influence to obtain a position or promotion in the federal government that is to be filled through the competitive hiring process. Recommendations for such positions must be based upon personal knowledge and an evaluation of the performance, ability, character, and suitability of the individual involved.

c. An example of this would be an outside stakeholder contacts a DoDEA hiring manager and recommends that the hiring manager hire a constituent of the stakeholder. If the stakeholder does not have personal knowledge of the constituent's work performance or character, the hiring manager should not act upon the stakeholder's recommendation. If considered, the personnel action would fall within this prohibition.

d. Suspected violations can be reported to the DoDEA HRD, DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.5. COERCING POLITICAL ACTIVITY.

a. DoDEA officials shall not coerce the political activity of any person, or take any action against any DoDEA employee or applicant for employment as a reprisal for the refusal of any person to engage in such political activity.

b. An example of this would be a subordinate employee refuses to donate money to a political candidate his supervisor strongly supports. After learning of this, the supervisor begins to deny the employee privileges other similarly-situated employees are granted. For example, canceling the employee's telework agreement, denying training requests, etc.

c. Suspected violations can be reported to the DoDEA Hotline Program, DoDIG Hotline Program, or the Hatch Act Unit of OSC.

3.6. OBSTRUCTING COMPETITION.

a. DoDEA officials shall not deceive or willfully obstruct a person's right to compete for employment.

b. This is designed to further the intent that an individual appointed to the civil service be the best-qualified applicant based on objective criteria and should not be thwarted by the personal agenda of anyone with the authority to influence the government's employment decisions.

c. Examples of this would include, but are not limited to:

(1) Tailoring a position description for a position so that a preferred candidate could qualify for the position.

(2) Falsely reporting to OPM the status of certain candidates, such as falsely reporting one candidate for a position would not return calls for an interview as a reason for not selecting that candidate.

(3) Deliberately giving an employee an undeserved lowered performance rating in order to make him or her a less desirable candidate for a new position.

(4) Misrepresenting that a candidate refused to return calls for an interview and using it as a reason for not selecting the candidate.

d. Suspected violations can be reported to the DoDEA HRD, DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.7. INFLUENCING WITHDRAWAL FROM COMPETITION.

a. DoDEA officials shall not influence any person to withdraw from competition for any position for the purpose of improving or injuring the prospects of any other person for employment. A violation can occur even if the applicant did not actually withdraw from competition. An example of this would be a veteran who is at the top of the list for hiring, blocking other candidates from being selected. The selecting official, hoping to hire a non-preference eligible applicant lower on this list, encourages the veteran to apply for another vacancy and to withdraw from competition for the current vacancy.

b. Suspected violations can be reported to the DoDEA HRD, DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.8. GRANTING UNAUTHORIZED ADVANTAGE.

a. DoDEA officials shall not grant any preference or advantage not provided by law, rule, or regulation, to any employee or applicant for employment (including defining the scope or manner of competition or the requirements for any position), for the purposes of improving or injuring the prospects of any other person for employment. An example of this would be a Human Resource specialist intentionally assists a selecting official in granting priority consideration status to a favored candidate when that status was not supported by the record.

b. Suspected violations can be reported to the DoDEA HRD, DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.9. NEPOTISM.

a. DoDEA officials shall not appoint, employ, promote, advance, or advocate for appointment, employment, promotion, or advancement, in or to a civilian position in DoDEA,

any individual who is a relative. Additionally, DoDEA officials shall not exercise jurisdiction or control by influencing the benefits and advantages of employment for a relative also employed by DoDEA.

b. In order to limit even the appearance of improper favoritism towards relatives, this PPP assures that public officials cannot use their influence to advance their relatives in hiring or career advancement. It does not prohibit family members from honorable public service, but simply proscribes improper influence by their relatives that undermines confidence in the civil service. For the purposes of this PPP, “relative” is defined as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister.

c. Two (2) relatives who are not in the same chain of command may work for DoDEA. Two (2) relatives may also work in the same chain of command as long as the official with personnel authority is not involved in any personnel action (e.g., promotion, performance, reassignment, awards) regarding the relative. The official shall also recuse him or herself from decisions concerning the directing of work assignments or work conditions that affects the relative.

d. Examples of this are:

(1) An official’s spouse is a subordinate in the chain-of-command. The official directs the spouse’s supervisor, who is also a subordinate in the chain-of-command, to give the spouse an award.

(2) An official advocates for a relative to be given easier duties or completes the relative’s annual performance appraisal.

e. Suspected violations can be reported to the DoDEA HRD, DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.10. WHISTLEBLOWER RETALIATION.

a. DoDEA officials shall not take or fail to take, threaten to take or fail to take, a personnel action with respect to an employee or applicant for employment because of any disclosure of information by a DoDEA employee or applicant which the employee or applicant reasonably believes is evidence of:

(1) A violation of any law, rule, or regulation.

(2) Gross mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety, if such disclosure is not specifically prohibited by law and if such information is not specifically required by Executive Order to be kept secret in the interest of national defense or the conduct of foreign affairs, except when disclosures that are prohibited by law or that are required to be kept secret are protected if they are made to Members of U.S. Congress, the U.S. Office of Special Counsel, DoDIG, or a DoDEA employee designated by the DoDEA Director to receive disclosures.

b. The personnel action in question must have been taken, (or not taken, such as in the case of a promotion), threatened, or influenced by an official who knew of the DoDEA employee's disclosure, and the DoDEA employee's disclosure must have been a contributing factor in the personnel action.

c. An example of this is an employee reports to the DoDIG that her supervisor illegally brought a gun into the workplace. The DoDIG investigator discloses the identity of the employee to the supervisory chain. Shortly thereafter, the employee is subjected to a retaliatory management inquiry resulting in the employee's termination.

d. Suspected violations can be reported to the DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.11. OTHER RETALIATION.

a. DoDEA officials must not take or fail to take, or threaten to take or fail to take any personnel action against any DoDEA employee or applicant for employment because the applicant or DoDEA employee:

(1) Exercised an appeal, complaint, or grievance right granted by law, rule, or regulation to remedy a violation of any PPP.

(2) Testified for, or lawfully assisted any individual in the exercise of any right in this Issuance.

(3) Cooperated with, or disclosed information to, the OSC, the DoDIG, DoDEA I&IR, or any other component responsible for internal investigation or review, in accordance with applicable laws.

(4) Refused to obey an order that would require the individual to violate a law, rule, or regulation.

b. To prove a claim of retaliation under this Section of this Issuance, one must show:

(1) The DoDEA employee engaged in one (1) or more of the four (4) protected activities listed in Section 3.11.a. of this Issuance.

(2) The DoDEA official with knowledge of the DoDEA employee's protected activity took, failed to take, threatened to take, or threatened to fail to take a personnel action against the DoDEA employee.

(3) There is a causal connection between the protected activity and the personnel action.

c. An example of this is a supervisor gives undesirable duties to a subordinate employee because the employee testified in another employee's union grievance.

d. Suspected violations can be reported to the DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.12. OTHER DISCRIMINATION.

a. DoDEA officials shall not discriminate for or against any DoDEA employee or applicant for employment on the basis of conduct that has no adverse impact on their job performance or on the performance of others. However, nothing in this PPP shall prohibit DoDEA from taking into account in determining suitability or fitness any conviction of the employee or applicant for any crime under the laws of any state, of the District of Columbia, or of the United States. Management may take action based on an employee's conduct, even if it occurred off-duty, provided a clear connection is established between the conduct and the efficiency of the service.

b. Claims of discrimination due to sexual orientation and gender identity can be raised under this PPP. An example of this would be a supervisor discovers that one of his or her subordinate employees is homosexual. Following the supervisor's discovery, the homosexual DoDEA employee is targeted for disparate treatment. For instance, the DoDEA employee's time and attendance is scrutinized daily and the DoDEA employee is forced to take leave for as little as three (3) minute absences, while other DoDEA employees' similar absences are ignored. The supervisor also openly disparages the employee at staff meetings.

c. Suspected violations can be reported to the DoDEA DMEO, DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.13. VETERANS' PREFERENCE.

a. DoDEA officials shall not knowingly take, recommend, approve, or knowingly fail to take, recommend, or approve any personnel action if taking of such action would violate a veterans' preference requirement.

b. An example of this would be a veterans' preference requirement places a veteran at the top of a list of eligible external candidates for a job. However, the selecting official non-selects the veteran by improperly by-passing the veteran and selecting a candidate without the preference.

c. Suspected violations can be reported to the DoDEA HRD, DoDEA Hotline Program, DoDIG Hotline Program, or U.S. Department of Labor, Veterans' Employment and Training Service (VETS). Complaints made to VETS must be filed in writing and within 60 calendar days of the alleged violation.

3.14. VIOLATING RULES THAT IMPLEMENT A MERIT SYSTEM PRINCIPLE.

a. DoDEA officials shall not take or fail to take a personnel action if doing so violates any law, rule, or regulation implementing or directly concerning the merit system principles in Section 2301 of Title 5, United States Code.

b. The merit system principles are nine (9) foundational values for the U.S. Federal Government's civil service. This Issuance establishes violations for not adhering to those values. An example of this would be a DoDEA employee, in his or her capacity as a private citizen, writes a letter to the editor of a publication regarding an issue of public interest. Management takes an action against that employee, arguing that the DoDEA employee should not be airing his complaints to the media.

c. Suspected violations can be reported to the DoDEA HRD, DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.15. IMPOSING A NONDISCLOSURE AGREEMENT THAT DOES NOT ALLOW WHISTLEBLOWING.

a. DoDEA officials shall not implement or enforce any nondisclosure policy, form, or agreement, if the policy, form, or agreement does not contain the following statement: "These provisions are consistent with and do not supersede, conflict with, or otherwise alter the employee obligations, rights, or liabilities created by existing statute or Executive Order relating to: (1) classified information; (2) communications to U.S. Congress; (3) the reporting to an Inspector General of a violation of any law, rule, or regulation, or mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety; and (4) any other whistleblower protection. The definitions, requirements, obligations, rights, sanctions, and liabilities created by controlling Executive Orders and statutory provisions are incorporated into this agreement and are controlling."

b. Agencies are required to inform employees who are subject to non-disclosure agreements (NDA) that NDAs do not supersede employees' whistleblowing rights. An example of this would be if DoDEA had a general policy that DoDEA employees may not disclose any information they learn during the course of their jobs, then that policy must include language that DoDEA employees also have the right to engage in whistleblowing and to file disclosures with OSC and other entities.

c. Suspected violations can be reported to the DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

3.16. ACCESSING MEDICAL RECORDS IN FURTHERANCE OF ANOTHER PROHIBITED PERSONNEL PRACTICE.

a. DoDEA officials shall not access the medical record of another employee or applicant as part of, or to further any conduct prohibited in Section 3 of this Issuance. An example of this would be a supervisor discovers a subordinate employee has disclosed to the media that the supervisor often falsifies time and attendance records. Following the supervisor's discovery, the supervisor strips the employee of meaningful duties. The supervisor then accesses the employee's medical records to gather information that supports the misconduct allegations the supervisor intends to make against the employee. Without a legitimate need to know, it is a violation even if the supervisor does not find information or finds but does not use information from the medical records.

b. Suspected violations can be reported to the DoDEA Hotline Program, DoDIG Hotline Program, or OSC.

Table 1: Reporting Violations

Prohibited Personnel Practice	Report to one of the following:
Discrimination on the basis of race, color, religion, sex, national origin, age, disability or handicapping condition, marital status or political affiliation	DoDEA Hotline Program DoDEA DME0 DoDIG Hotline Program EEOC OSC
Solicitation of Statement or Recommendation	DoDEA HRD DoDEA Hotline Program DoDIG Hotline Program OSC
Political Activity	DoDEA Hotline Program DoDIG Hotline Program OSC, Hatch Act Unit
Obstructing Competition	DoDEA HRD DoDEA Hotline Program DoDIG Hotline Program OSC
Influencing Withdrawal from Competition	DoDEA HRD DoDEA Hotline Program DoDIG Hotline Program OSC
Granting Unauthorized Advantage	DoDEA HRD DoDEA Hotline Program DoDIG Hotline Program OSC
Nepotism	DoDEA HRD DoDEA Hotline Program DoDIG Hotline Program OSC
Whistleblower Retaliation	DoDEA Hotline Program DoDIG Hotline Program OSC
Other Retaliation	DoDEA Hotline Program DoDIG Hotline Program OSC
Other Discrimination	DoDEA DME0 DoDEA Hotline Program DoDIG Hotline Program OSC
Veterans Preference	DoDEA HRD DoDEA Hotline Program DoDIG Hotline Program VETS, Department of Labor, must file in writing within 60 calendar days of the alleged violation
Violating Rules That Implement a Merit System Principle	DoDEA HRD DoDEA Hotline Program DoDIG Hotline Program OSC
Imposing Nondisclosure Agreement that Does not Allow Whistleblowing	DoDEA Hotline Program DoDIG Hotline Program OSC
Accessing Medical Records	DoDEA Hotline Program DoDIG Hotline Program OSC

GLOSSARY

G.1. ACRONYMS.

DMEO	Diversity Management and Equal Employment Opportunity
DoDIG	Department of Defense Inspector General
EEOC	Equal Employment Opportunity Commission
GC	General Counsel
HRD	Human Resources Division
I&IR	Investigations and Internal Review
LMER	Labor Management and Employee Relations
NDA	non-disclosure agreement
OPM	Office of Personnel Management
OSC	U.S. Office of Special Counsel
PPP	prohibited personnel practice
VETS	U.S. Department of Labor, Veterans' Employment and Training Service

G.2. DEFINITIONS. Unless otherwise noted, these terms and their definitions are for the purpose of this Issuance.

appointment and employment. Discretionary personnel actions including hires, reinstatements, transfers, reassignments, and details.

causal connection. A connection between the behavior and actions (or inaction) of a person and the consequences of such behavior or actions

chain of command. The line of personnel with supervisory authority that runs from an employee to the DoDEA Director.

DoDEA official. A DoDEA employee who has authority to take, direct others to take, or recommend, or approve any personnel action.

Hatch Act Unit of OSC. The unit within the Office of Special Counsel authorized to investigate violations of An Act to Prevent Pernicious Political Activities, in accordance with *Public Law 76-252* (also known as the "Hatch Act of 1939,") which prohibits employees in the executive

branch of the federal government except the president, vice-president, and certain designated high-level officials from engaging in some forms of political activity.

nepotism. Nepotism is the prohibited practice by law of a “Public Official” to appoint, employ, promote, advance, or advocate for the appointment, employment, promotion, or advancement, in or to a civilian position of any individual related by blood or marriage over whom such official exercises jurisdiction or control.

personnel action. Personnel actions include, but are not limited to, appointments, promotions, discipline, details, transfers, reassignments, reinstatements, performance evaluations, significant changes in duties or working conditions, orders for psychiatric testing or examination, and any decisions concerning pay, benefits, awards, or training.

promotion and advancement. Discretionary personnel actions which increase an employee’s grade, pay, or potential for advancement. Included are assignment of performance ratings, quality step increases, within-grade increases, cash bonuses, time-off awards, and selection for training opportunities, which could lead to promotion.

public official. Anyone authorized to appoint, employ, promote, or advance individuals, or to recommend them for appointment, employment, promotion, or advancement, this includes team leads, supervisors, and managers at all levels throughout the Activity.

relative. As defined by law for the purpose of this Issuance is a spouse, father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother or half-sister.

REFERENCES

Code of Federal Regulations, Title 5, Part 752

DoDEA Regulation 5751.9, "Disciplinary and Adverse Actions," August 27, 1999

Public Law 76-252, "Hatch Act of 1939"

Public Law 95-454, Section 2640, "The Civil Service Reform Act of 1978"

United States Code, Title 5